

**MINUTES OF A SPECIAL MEETING
OF THE
BOARD OF TRUSTEES
OF THE
TOWN OF BUENA VISTA, COLORADO**

September 25, 2009

CALL TO ORDER

A Special meeting of the Board of Trustees was called to order at 3:30 PM, Friday, September 25, 2009, at the Buena Vista Community Center, Pinon Room, 715 E. Main Street, Buena Vista, Colorado by Mayor Pro Term Robert Flint. Present were Trustees Brett Mitchell, Norm Nyberg, Joel Benson, Keith Baker, Robert Flint, Duff Lacy, Town Administrator Sue Boyd, Town Attorney Lee Phillips, Airport Manager Bob Johnson, Town Planner Shannon Haydin, Town Treasurer Christine DeChristopher and Deputy Town Clerk Jennifer Dixon. Mayor Russell arrived at 3:32 and Trustee Benson arrived at 3:33.

ROLL CALL

Deputy Town Clerk Dixon proceeded with the roll call and declared a quorum.

PLEDGE OF ALLEGIANCE

Mayor Russell led in the Pledge of Allegiance.

AGENDA ADOPTION

Item A, Discussion at the airport, to be changed to item C

Item B, Resolution #78, should be changed to Item A

Item C Should be changed to Item B and read as follows: Should the Board approve adoption of Resolution #78, Series 2009, entitled "**A RESOLUTION OF THE BOARD OF TRUSTEES FOR THE TOWN OF BUENA VISTA GRANTING THE AWARD AND APPROVING THE EXECUTION OF A CONTRACT WITH PELINO EXCAVATING FOR THE FIRE HYDRANT REPLACEMENT PROJECT**"?

Motion #1 by Trustee Flint, seconded by Trustee Baker, to adopt the agenda as amended. Motion carried.

PUBLIC COMMENT

Everyone who signed up held their comments until the items were presented.

NEW BUSINESS

Should the Board approve adoption of Resolution #77, Series 2009, entitled "**A RESOLUTION OF THE BOARD OF TRUSTEES FOR THE TOWN OF BUENA VISTA GRANTING THE AWARD AND APPROVING THE EXECUTION OF A CONTRACT WITH TOTL SURVEYS, INC. FOR THE TOPOGRAPHIC SURVEY OF THE LEESMEAUGH MEADOW**"?

A brief discussion was aheld.

Motion #2 by Trustee Flint, seconded by Trustee Nyberg, to adopt Resolution #77 for the surveys of the Leesmeaugh Meadow. Roll call vote: Nyberg-aye, Baker-aye, Lacy-aye, Mitchell-aye, Flint-aye, Benson-aye. Motion carried.

Should the Board approve adoption of Resolution #78, Series 2009, entitled "A RESOLUTION OF THE BOARD OF TRUSTEES FOR THE TOWN OF BUENA VISTA GRANTING THE AWARD AND APPROVING THE EXECUTION OF A CONTRACT WITH PELINO EXCAVATING FOR THE FIRE HYDRANT REPLACEMENT PROJECT"?

Motion #3 by Trustee Benson, seconded by Trustee Nyberg, to approve Resolution #78. Roll call vote: Flint-aye, Benson-aye, Mitchell-aye, Nyberg-aye, Baker-aye, Lacy-aye. Motion carried.

PUBLIC COMMENT

Jerry Sloan, 90 Connie Drive, expressed his irritation at what is going on; upset that Bob Johnson is being "retired" from this airport when he is an excellent airport manager; feels this is happening due to a "bunch of thugs" at the airport that will not abide by the rules; Bob has a lot of knowledge about aviation and knows what is going on and feels that he should be returned to his job tomorrow.

Mal Sillars, 129 Baylor, Chairman of the Airport Board, stated Bob Johnson is one of those individuals who inspires us to be bigger than we are; because of his work ethic and perseverance over the past two and a half years the airport has increased aviation and jet traffic and has gotten our airport national attention. Mal added "This is not the time to back down....we need Bob front and center doing what he does best"; feels that if there are some areas in which he falls short we should provide assistance and mentorship; knows there has been disagreements between the Airport and Town and feels if that can't be repaired there should be a different chain of communication and will be disappointed if Bob is anything but Airport Manager.

Cal Anderson, 420 School Street, On September 10 sent a letter to all the Trustees and got one response; a few hours before the last Trustee meeting he learned of Ms. Boyd's actions concerning Bob Johnson and was also informed that Sue was closing the airport, which he didn't think she had the authority to do, and open it to self serving customers only. Mr. Anderson added he feels Bob is the most qualified for the job and puts his heart and soul into the airport.

Nick Dryzmaca, 16010 CR 327, has been a line tech for the past six months at the airport; feels it is amazing what Bob has done; there are several people at the airport that have gotten away with not obeying the rules in the past years; whenever the rules are being enforced the Administrator wants to investigate first; there have been several instances in which these rules have needed to be addressed; feels Bob is a great manager who isn't allowed to manage because he has to get approval on all items in his budget and, therefore, since Bob didn't have access to his funds the mismanagement was on the part of his manager and stated if people don't like the rules they should change them or run for Trustee.

Cherie Haarberg, 15720 CR 306, Airport Board, has been disappointed to see problems with different pilots and with Bob; there should be a better effort to resolve the issues without spending five thousand; has concerns that Bob is not allowed to do any enforcing and who is going to keep people in compliance with FAR. Cherie spoke to a few of the pilots to get to know them-most of them get along well with Bob, but do have a problem with some of the Town's decisions; she supports Bob and would like to see the problems with disgruntled pilots and airport management resolved without spending Town money.

Lee Lechner, 30946 CR 356, a local pilot and flight instructor, noted there are two groups of people: those who have airplanes and deal with airport and those who don't. He has been waiting for a lease spot for three years and is upset that a lease hasn't been created; objects to management that doesn't get things accomplished; Bob stated a year ago that nineteen people would like a lease at the airport; finds it offensive that people are suggesting we leave if we don't like the rules; feels management is hostile to local tenants; pilot complaints are documented at the Airport Board meetings; referenced notices that were posted to the hanger doors searching for owners and felt it doesn't make any sense that after a year he doesn't know what seventeen pilots are up to or interested in; feels it is a misstatement that there are

a bunch of thugs that are not wanting to follow the rules and get along and stated that after three years and nothing going on at the airport is poor management.

Larry Lechner, CR 356, was there to support Sue's Boyd decision which he hopes is to remove Bob; expressed the need for a friendly cooperative relationship with the people at the airport and community at large; has seen a serious deterioration in relationships in the community and the airport management over the last year with activity going down; a lot of pilots have left and gone to Salida because of unfriendly attitudes at the airport; feels management has been giving unrealistic expectations regarding what things may come to the airport and felt there needs some fact checking with good sound decisions.

Tom Moore, 13931 Maxwell Vista Drive, came before the Trustees over a year and a half ago when Bob recommended leasing the fuel truck and he recommended the town not do this because it was not a good idea or financially feasible; feels he is being grouped in with the "thugs" even though he hasn't broken any rules; cited two incidents he was involved in where Bob called on the radio that he was clear of the runway and he was not; things have deteriorated at the airport; several pilots buy fuel in Salida and Leadville and encourage their friends to do so as well because of management; feels the town should lease the airport to an FBO to avoid any further monetary loss and recommend getting rid of Bob Johnson.

Robin Daily, CO RD 301A, Vice Chairman of Airport Board, expressed that the offer for Bob Johnson to assume a lower level role at the airport and Sue be the airport manager is a mistake since Sue doesn't have the time to be an airport manager; feels Bob hasn't been given the authority or support that he needs; the right offer would be to give Bob the airport manager job to get things done with more authority or responsibility; the issues with rules being enforced keeps coming up; if Bob had total authority there would not be landings on the taxi way which is in violation of rules; noted it is not Bob's fault the ground leases are not completed - he's been pushing for them and were ready to be signed in 2008; the business plan for the airport it is not on Bob's desk but on Sue's and respectfully asked the Trustees to have Sue give Bob more authority and have Sue step back and support Bob.

Gene Powell, 16905 County Road 362, In his work experience when there was an issue with an employee they would send him to charm school (it wasn't that the employee was bad or stupid, just needed to learn how to deal with people) and suggested sending Bob to charm school to fix the situation; doesn't know when he would become a thug in someone's eyes; didn't feel it is a good atmosphere and wished Council luck with their decision.

RESPONSE TO PUBLIC COMMENT: Mayor Russell stated a discussion cannot be made about one particular person; the discussion today is regarding management issues at the airport and the Board will take the comments under advisement.

DISCUSSION OF THE MANAGEMENT AT THE AIRPORT

Trustee Benson requested this discussion item because of things he has heard and wanted to find out what is going on at the airport and to hear what the issue is that is being addressed.

Administrator Boyd noted it is not appropriate to discuss personnel matters on open record; her report is what her intention is in terms of presentation of management issues at the airport; it is not a complete picture but covers the most critical issues at this time.

Mayor Russell noted the Board puts policies in place for staff to implement; the budget outlines what our priorities are for the year which gives staff direction for their day to day operations; it was on this basis the Town Administrator made the decision regarding the airport and the personnel structure out there.

Administrator Boyd went over her report and reiterated the most critical circumstances facing the Airport at this time; would like it as an enterprise fund since it is not supported by tax dollars; it is an operation that will become self sustaining eventually; the Town authorized a budget expenditure of approximately \$90,000 from the general fund reserve to subsidize the airport; when we got the data to prepare the

financial statements for the month of August the overall deficit will be approximately \$160,000 (\$70,000 above the levels authorized by the Board) suggesting a significant reason for concern; the airport enterprise fund is on track by year end to generate a deficit of \$80,000 or more; if the proposed revenues do not materialize the proposed deficit could go even higher; have had numerous conversations with the airport manager regarding these concerns; decisions made were based on the revenue projections that showed they would not be sufficient to cover that level of operation; controllable expenses (payroll, hours, utilities, amount of inventory) that should have been adjusted and a presentation should have been given to the Board requesting more subsidies and makes it a Board decision; the Boards authorization of the improvements at the airport (capital expenditures and were not a part of this deficit); Leading Edge Strategies is prepared to assist the Town with dealing with these issues pending approval of the Board of Trustees and have been advised of the issues brought up in public comment regarding rules and regulations and the enforcement thereof; management at the airport this is the most critical issue that needs to be addressed; operating revenues and expenses; spending authority of \$500 for all departments, which is a separate issue of management authority over a specific budget; department heads have credit cards with \$2000 limits; the \$5,000 spending authority came when the previous budget, the economy has bridged on a not to be sure and as a result they have in their budget and change drastically adjustments must be made in operations.

Discussion followed on in Christine's April report the revenues for the airport were not coming in and at that time the information she had from the airport manager were that other airports were seeing a thirty percent decrease and expenditures were not adjusted; the expenditures are not in excess of what was originally budgeted; the issue is that the operating adjustments were not made when the revenues showed they would not be sufficient to cover that level of operation; controllable expenses (payroll, hours, utilities, amount of inventory) that should have been adjusted and a presentation should have been given to the Board requesting more subsidies and makes it a Board decision; the Boards authorization of the improvements at the airport (capital expenditures and were not a part of this deficit); Leading Edge Strategies is prepared to assist the Town with dealing with these issues pending approval of the Board of Trustees and have been advised of the issues brought up in public comment regarding rules and regulations and the enforcement thereof; management at the airport this is the most critical issue that needs to be addressed; operating revenues and expenses; spending authority of \$500 for all departments, which is a separate issue of management authority over a specific budget; department heads have credit cards with \$2000 limits; the \$5,000 spending authority came when the previous treasurer was here and Christine works with the department heads on what they have in their budget and are authorized to spend; Christine presented financial information to the Board of Trustees and has had several discussions with the airport manager; personnel falls under the administrator and there are many things that may happen as far as evaluations of an employee; monitoring feedback that is not presented to the board and the public; Operation Specialist and Sue acting as interim manager will not affect the day to day operations if Bob Johnson is willing to accept and will address strategic issues to ensure the airport is sustainable in the long haul; Administrator Boyd's activities at Town Hall her feeling there is a good support staff; how Sue intends on handling current airport issues and plans for the long haul; \$2,000 of the \$5000 was part of the overage and the rest is in next year's budget; the original scope of work for Leading Edge is to go over our standards and rules and make sure they were in line with other airports; the decision relating to administrative leave is an administrator decision; the Board sets policy and asks staff to make day to day management decisions in line with those policies in order to effectuate what we hope to have happen by the end of our year according to our budget and services provided; is the interim plan of management outlined in this memo our next best plan for achieving the goals that Council would set for the airport; if Council does not go forward with this the town may have to subsidize the airport at these levels or higher for the rest of this year, into next year and possibly 2011; covering the airport projections to 2014; will the airport make enough to support itself year after year or is it for the benefit for the town; will Sue have enough time to handle the management at the airport and the issue as administrator; adding an item to each agenda providing updates on the strategic planning process at the airport; Leading Edge has done a preliminary review of existing documents which would be needed in this scope also.

Trustee Nyberg wanted the record to reflect he did not agree with this and the current manager should not have to be removed from what he is currently doing.

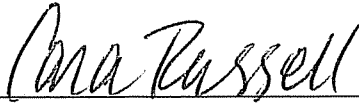
Administrator Boyd stated the proposal is not to relieve the manager of all current duties but to move the management portion of those responsibilities in a different direction.

Mayor Russell stated that Council should be aware that they do not have the authority on the personnel issue, what has been presented is the plan to move us forward in policies and goals to be set by the airport.

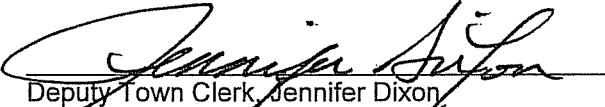
ADJOURNMENT

Motion #4 by Trustee Nyberg, seconded by Trustee Benson, noting that there being no further business to come before the Board declared that the meeting be adjourned at 5:17 PM. Motion carried.

Respectfully submitted:



Mayor, Cara Russell



Deputy Town Clerk, Jennifer Dixon